

Old Age, Disability, Death

First law: 1919.

Current law: 1985.

Type of program: Social insurance system.

Exchange rates: U.S.\$1.00 equals 144.72 pesetas.

One euro equals 166.386 pesetas.

Note: The term *benefit base*, used for the purpose of establishing benefit levels, refers to the 96/112 of recipient's average covered earnings during the 96 months preceding the receipt of benefits.

Coverage

Employees in industry and services (classified according to 11 occupational classes). Special systems for agricultural workers and small farmers, domestic servants, self-employed, seamen, and miners.

Source of Funds

Insured person: 4.7% of covered earnings based on wage classes that vary according to 11 occupational classes.

Employer: 23.6% of earnings according to 11 occupational classes.

Government: Annual subsidy.

Maximum earnings for contribution and benefit purposes: 345,180 pesetas a month for classes 5 to 11 and 399,780 pesetas for classes 1 to 4.

Qualifying Conditions

Old-age pension: Age 65 (lower for difficult, dangerous, or unhealthy work); age 64 if employer replaces retiree with an employed person; 15 years of contribution, including 2 years of contribution in last 15 years. Retirement from employment necessary. Reduced pension at age 60: reduced by 8% for each year less than 65, or by 7% if 40 years or more of contributions and involuntarily unemployed. Payable abroad if reciprocity exists.

Disability pension: Loss of normal earning capacity. If under age 26, contributed for 1/2 the time between age 16 and date of disability; over age 26, contributed for 1/4 the time from age 20 to date of disability, with at least 5 years of contribution and with at least 1/5 of the required contributions in last 10 years.

Survivor pension: Deceased had 500 days of contribution in last 5 years and died from a common illness, was pensioner at death, or had at least 15 years of contributions.

Old-Age Benefits

Old-age pension: 50% of benefit base for the first 15 years of contribution, plus 3% for each year between 16 and 25 years, and 2% for each year beginning with the 26th year, up to a maximum of 100%. Minimum pension at age 65: 56,990 pesetas a month (67,050 pesetas with spouse). Reduced pension if under age 65, minimum 49,735 pesetas (58,690 pesetas with spouse).

Schedule of payments: 14 payments a year.

Adjustment: Periodic adjustment of pensions each year according to anticipated changes in the consumer price index for that year.

Permanent Disability Benefits

Disability pension: For permanent total disability for all work, 100% of benefit base up to maximum earnings for contribution purposes. Minimum: 56,990 pesetas a month (67,050 pesetas with dependent spouse).

Constant-attendance supplement: 50% of pension.

Schedule of payments: 14 monthly payments a year.

For permanent total (occupational) disability (reduction of 100% of capacity to work in own trade or profession), 55% of benefit base, plus 20% if age 55 or over. Minimum (at least age 65): 56,990 pesetas a month; 67,050 pesetas if with spouse.

For permanent partial disability (33% reduction of capacity to work in own trade or profession), lump sum equal to 24 monthly payments of 75% of benefit base.

Schedule of payments: 14 payments a year.

Adjustment: Periodic adjustment of pensions each year according to anticipated changes in the consumer price index for that year.

Survivor Benefits

Survivor pension: 45% of either the benefit base for survivors (computed by dividing by 28 the worker's covered earnings in any uninterrupted 24 month period during the last 7 years) or, for pensioners, the base used for determining the pension, whichever is more advantageous.

Minimum pension: 37,955 pesetas a month if under age 60; 45,480 with dependents; 49,735 pesetas if age 60-64; 56,990 pesetas if over age 65.

Payable to widow, widower, and surviving ex-spouse.

Orphans: 20% of the benefit base (minimum, 16,860 pesetas a month) for each orphan under age 18 (or less than 21 if not working, no limit if disabled).

For a full orphan who is a sole beneficiary a minimum of 54,815 pesetas a month; if there are other children surviving, the individual pension is increased to 37,955 and divided by the number of orphans.

Dependent parents, minor or disabled siblings, children or siblings over age 45, single, widowed, separated or divorced spouses, under certain circumstances: 20% of appropriate base, which can be increased by 45% of the widow's pension if there is no surviving spouse or eligible surviving children.

Minimum: 16,860 pesetas a month.

Maximum survivor pensions: 100% of pension of insured.

Funeral grant: 5,000 pesetas.

Administrative Organization

Ministry of Labor and Social Affairs, general supervision.

General Treasury of Social Security administers the economic resources of the social security system.

National Institute of Social Security administers and pays cash benefits.

National Institute of Social Services administers benefits in kind.

Sickness and Maternity

First laws: 1929 (maternity) and 1942 (sickness).

Current law: 1994.

Type of program: Social insurance system. Cash and medical benefits.

Coverage

Employees in industry, commerce, and services. Pensioners covered for medical benefits. Special systems, same as for old-age, above.

Source of Funds

Insured person: See pension contributions, above.

Employer: Same.

Government: Same.

Maximum earnings for contribution and benefit purposes: 345,180 pesetas for classes 5 to 11 and 399,780 pesetas for classes 1 to 4.

Qualifying Conditions

Cash sickness benefits: 180 days of contribution during last 5 years.

Cash maternity benefits: 180 days of contribution during the 5 years before child-birth or the official date of adoption.

Medical benefits: Currently insured, pensioner or recipient of periodic social security benefits.

Sickness and Maternity Benefits

Sickness benefit: 60% of benefit base payable for the 4th-20th day (employer pays from first through the 15th day), thereafter 75% of the benefit base for up to 12 months (may be extended to 18 months (30 months in special cases).

Maternity benefit: 100% of benefit base, payable for 16 weeks, 18 weeks in the event of multiple births. In the case of adoption for a child under 9 months, payable for 16 weeks; for children older than 9 months but younger than 5 years old, 6 weeks.

Workers' Medical Benefits

Medical benefits: Medical services provided to patients directly through facilities of National Institute of Social Security, the regional autonomous health services, or by doctors and hospitals under contract with it. Includes general and specialist care, hospitalization, medicines, dental care, maternity care, laboratory services, appliances, and transportation.

Patient generally pays 40% of cost for medicines outside hospital. Medicines free when dispensed in social security facilities or to pensioners. In the case of chronic, listed, diseases the beneficiary pays 10% of cost up to a maximum of 439 pesetas. Duration unlimited, except in certain cases.

Dependents' Medical Benefits

Medical benefits for dependents: Same as for insured (except briefer duration in some cases).

Administrative Organization

Ministry of Labor and Social Affairs and the Ministry of Health and Consumers, general supervision.

National Institute of Social Security administers its own center and pays cash benefit.

General Treasury of Social Security administers the resources of the social security system.

The Ministry of Health and Consumers through the National Health Institute operates its own medical centers.

Regional autonomous communities provide benefits through their health services.

Work Injury

First law: 1900.

Current law: 1994.

Type of program: Social insurance system.

Coverage

Employed persons. Special systems for some categories.

Source of Funds

Insured person: None.

Employer: 0.81% to 16.20% of payroll, according to risk. Average rate, 1.98%.

Government: None.

Maximum earnings for contribution and benefit purposes: 399,780 pesetas a month.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 75% of benefit base. Payable from day following injury for up to 12 months, extendable to 18 months (may be further extended to 30 months in exceptional cases.)

Permanent Disability Benefits

Permanent disability pension: Same as for ordinary disability. Minimum pensions same as for general disability program.

Workers' Medical Benefits

Medical benefits: All necessary care, medicine, appliances, and rehabilitation. No limit on duration. Constant-attendance supplement: See disability pension, above.

Survivor Benefits

Survivor pension: Same as survivor pension above.

Orphans: Same as ordinary orphans' benefits above. Dependent parents and other relatives: Same as under pensions above.

Lump-sum benefits provided for needy dependent parents not entitled to pension.

Minimum pension same as for general disability program.

Funeral grant: 5,000 pesetas.

Administrative Organization

Ministry of Labor and Social Affairs and Ministry of Health and Consumers have general supervision.

National Institute of Social Security, payment of benefits.

Unemployment

First law: 1919.

Current law: 1994.

Type of program: Compulsory insurance system.

Coverage

Employees in industry and services, railway employees, miners, and seamen. Exclusion: Self-employed. Special systems for agricultural workers and members of cooperatives.

Source of Funds

Insured person: 1.6% of covered earnings, according to 11 occupational classes.

Employer: 6.2% of payroll, based on wage classes that vary according to 11 occupational classes. 6.7% if work contract for a specified time period. 7.7% if contract is for part-time or with a company for temporary workers.

Government: Variable subsidies.

Maximum earnings for contribution and benefit purposes: 399,780 pesetas a month.

Qualifying Conditions

Unemployment benefits: 12 months of contribution during last 6 years. Duration of benefit varies with days of contribution. Maximum, 720 days with 2,160 days or more of contribution. Registration at employment office. Unemployment not due to refusal of suitable job offer or training.

Unemployment Benefits

Unemployment benefit: 70% of average covered earnings during last 6 months for up to 180 days; 60% after 180 days.

Maximum: 170% of minimum professional wage, with possible increase to 220% for workers with children. Minimum: minimum wage if at least one child in beneficiary's care, otherwise 75% of minimum wage.

Unemployment assistance for workers exhausting benefits or not covered: 75% of minimum wage for 6 months, extendable for up to 18 months, if earning less than 75% of the minimum professional wage.

Administrative Organization

Ministry of Labor and Social Affairs, general supervision.
National Employment Institute, administration of program.

Government: Pays for non-contributory pensions from general revenues.

Qualifying Conditions

Family allowances: Child must be under age 18 (no limit if at least 65% disabled). No minimum contribution requirement.

Income-tested allowance: Family income under 1,202,991 pesetas per year if one child, increased 15% for each additional child. If child is disabled, no income limit.

Family Allowance Benefits

Family allowances: Child under age 18: 36,000 pesetas a year; 72,000 pesetas a year if child is at least 33% disabled; 455,460 pesetas per year if at least 65% disabled; 683,220 pesetas per year if 75% or more disabled and requires the help of another person for essential life functions.

Administrative Organization

Ministry of Labor and Social Affairs, general supervision.
National Institute of Social Security, Treasurer General of Social Security, payment of claims.

Family Allowances

First law: 1938.

Current law: 1994.

Type of program: Employment-related program.

Coverage

Contributory system: All employees, social security pensioners and persons receiving cash sickness benefits who have one or more eligible children.

Non-contributory system: All Spanish citizens and legal resident aliens not entitled to children's social security benefits or benefits from any other public system.

Source of Funds

Insured: See old-age contributions, above.

Employer: Same.